FY17 Local Education Agency (LEA) Equity Action Plan

The contents of this template were developed under a grant from the U.S. Department of Education. However, those contents do not necessarily represent the policy of the U.S. Department of Education, and you should not assume endorsement.

Fiscal Year	2017	LEA Name	Bartow County	LEA Coordinator	Anne Marie Wiseman

Equity Gap #1 **(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)**		
Gap 1: CCRPI		
Equity Intervention Selected to Address Equity Gap #1		
PL-4: Offer Professional Growth Opportunities Designed to Produce Teachers and/or School Leaders Prepared to Promote the Success of All Students		
Describe how the Equity Intervention will be 1) implemented, 2) monitored, and 3) measured for effectiveness in the current fiscal year. The description should include the personnel responsible by position and timeline for implementing, monitoring, and analyzing data to determine effectiveness of implementation. It should also include the data that will be gathered and analyzed to determine effectiveness.		
Implementation	**Personnel Responsible**	**Timeline**
• MDC/LDC (math/ social studies workshops) and curriculum review and alignment to support content knowledge and understanding of the connection between standards and curriculum and student academic need • Workshops and support on PLCs, Instructional Technology, Collaborative Planning, Constructed and Extended Response. These workshops will provide information and support to teachers enabling them to be more prepared to promote the success of all students.	• CAO • RESA • Technology Specialists • Principals and Assistant Principals • Federal Programs Director	Formal workshops and job embedded coaching/ support July 2016-May 2017
Monitoring Implementation	**Personnel Responsible**	**Timeline**
• Classroom Observations • TKES Self-Evaluations and Conferences	• Literacy/ Technology Specialists • Principals, • CAO • Director Federal Programs	August 2016-May 2017
Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap	**Personnel Responsible**	**Timeline**

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Analysis of Milestones EOC/EOG scores and CCRPI scores	• Principals • CAO • Assessment Specialist	August 2016-May 2017

Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention
Title I and Title II – Collaborative Planning and Literacy Specialist, Writing Constructed and Extended Response Title II –MDC/LDC Title II – Instructional Technology Specialists

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Equity Gap #2 **(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)**		
Gap 2: First Year Teachers		
Equity Intervention Selected to Address Equity Gap #2		
P-2: Support the Retention of Effective Teachers		
Describe how the Equity Intervention will be 1) implemented, 2) monitored, and 3) measured for effectiveness in the current fiscal year. The description should include the personnel responsible by position and timeline for implementing, monitoring, and analyzing data to determine effectiveness of implementation. It should also include the data that will be gathered and analyzed to determine effectiveness.		
Implementation	**Personnel Responsible**	**Timeline**
• Mentoring Support for First year and struggling teachers o First year teachers will be grouped with a trained mentor teacher to offer support, guidance and training throughout the year. o Teacher groups will contain no more than 5 new teachers per mentor. o Each mentor will receive training and support allowing them to be an effective support for their teachers. o Each mentor will receive a stipend for providing this support throughout the year.	• HR Director • Principals	August 2016 – May 2017
Monitoring Implementation	**Personnel Responsible**	**Timeline**
The mentor program is organized and monitored by the Human Resources Department. They have assigned the groups of teachers, assigned mentors and will provide the instruction and materials needed.	• HR Director	August 2016 – May 2017
Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap	**Personnel Responsible**	**Timeline**
Evaluations, conferences with mentors and HR personnel will determine effectiveness of the implementation.	• HR Director	August 2016 – May 2017
Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention		